

Hooker Electrochemical Co.

October 30, 1918.

Major F. W. Tully,
War Department,
Washington, D. C.

My dear Major Tully:

I wish to acknowledge your memorandum of October 29th to Miss Van Kleeck regarding the employment of women on night work in Hooker Electrochemical Company, which came during Miss Van Kleeck's absence from the city for a few days. It will be brought to her attention upon her return tomorrow.

Very truly yours,

IMP

Secretary to Miss Van Kleeck.

OCT 30 A.M.

WAR DEPARTMENT,
WASHINGTON.

October 29, 1918.

From: War Department, Major F. W. Tully.
To: Miss Mary Van Kleeck, Director, Woman in Industry.
Subject: Employment of women on night work in Hooker
Electrochemical Company, Niagara Falls.

In line with the suggestion made in attached communication, we are sending it to your office for further investigation and for your recommendation thereon. Will you kindly advise us in the matter.

F. W. Tully (per D. K.)

F. W. Tully,
Major, Ord. U. S. A.
Detailed to Office of Secretary of War.

October 29, 1918.

From: War Department, Major F. W. Tully.
To: Miss Mary Van Kleeck, Director, Women in Industry.
Subject: Employment of women on night work in Hooker
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F. W. Tully,
Major, Ord. U. S. A.
Detailed to Office of Secretary of War.

All communications should be accompanied by carbon copy and addressed to

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
PRODUCTION DIVISION
WASHINGTON

To insure prompt attention,
in replying refer to

No. _____
Attention of _____

October 28, 1918

03-6846

From: Women's Branch, Industrial Service Section,
Ordnance Department.

To: Major F.W. Tully, Office of the Secretary of War.

Subject: Hooker Electrochemical Company, Niagara Falls.

1. Your letter of October 22nd enclosing the petition of the Hooker Electrochemical Company, Niagara Falls, for a permit to employ women at night, has been forwarded to this office.

2. It is felt since the Chemical companies at Niagara Falls have been recently investigated under the auspices of the Woman in Industry Service in regard to the possibilities of employing women in the chemical plants, that this matter could be fittingly referred to the Woman in Industry Service, Department of Labor, for its consideration.

3. The Women's Branch of the Ordnance Department has requested a report from the Progress Section upon the progress of the Ordnance contracts held by the Company. A copy of this report will be forwarded to your office.

Clara M. Tead.
CLARA M. TEAD,
Director, Women's Branch
Industrial Service Section

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CMT/af1

(COPY)

HOOKER ELECTROCHEMICAL COMPANY

Niagara Falls, N. Y.

October 18, 1918.

Major F W Tilly,
Office of the Secretary of War,
Washington D C

Dear Sir

Employment of Women at Night

I hereby request that the Hooker Electrochemical Company be granted permission to employ women after the hours of 10 P M and before the hours of 7 A M, which employment is now prevented by the laws of the State of New York.

An investigation has recently been completed at our plant by representatives of the U S Public Health Service in connection with the Department of Labor and of the Ordnance Department. The report as a result of this investigation was completed and various recommendations were made showing the possibility of at once employing women on shift work in a considerable portion of our plant.

We deem it very necessary for the successful operation of our plant, which is engaged over 90% on direct war work, to be allowed this permission for the following reasons:

- (1) Release of men by substitution of women in order that men may be used in the fighting forces and on work which women cannot do.
- (2) Shortage of men in this district and in the country at large.
- (3) Inferior quality of men available at the present time.
- (4) Inefficiency of operation due to poor quality of men available.
- (5) Heavy labor turnover involved because of type of men now available.

Trusting you will be able to grant us the permission requested before the labor condition becomes even more serious, I am,

Respectfully yours,

(Sgd) E. R. Bartlett,
Works Manager.

ERB*TM

NOV 18 1918
OCT 25 1918

not 230.44/s line 1

October 28, 1916

From: Women's Branch, Industrial Service Section,
Ordnance Department.

To: Major F.W. Yully, Office of the Secretary of War.

Subject: Hooker Electrochemical Company, Niagara Falls.

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CLARA H. YEAP,
Director, Women's Branch
Industrial Service Section

CMT/afl

October 28, 1918.

From: Mary Van Kleeck, Director, Woman in Industry Service.
To: Major F. W. Tully, War Department.
Subject: Hooker Electro-Chemical Company, Niagara Falls, N.Y.,
request to employ women at night.

This plant has been quite thoroughly investigated by the representatives of the Committee on Hazardous Occupations of this Service, in which the Ordnance Department is represented by Captain A. D. Reiley. We shall be ready to make a recommendation promptly on the basis of the data now at hand as soon as decision is reached regarding the proposed plan for dealing with requests of this kind. Meanwhile we suggest that the Ordnance Department be asked to secure the information regarding the progress of production in this plant and the present need of the Department. Copy of this letter is being sent to the Women's Branch.

MVK/ALL

Mary Van Kleeck, Director
Woman in Industry service.

Copies for Mrs. Lead

WAR DEPARTMENT,
WASHINGTON.

October 22, 1918.

OCT 24 A.M.

From: War Department, Major F. W. Tully.
To: Miss Mary Van Kleeck, Director, Woman in Industry.
Subject: Hooker Electrochemical Company, Niagara Falls,
New York - employment of women at night.

The Hooker Electrochemical Company request that a variation of the State law be made in their favor so as to permit women to work at night. I am enclosing herewith copy of their request.

Before taking action in the matter this office requests your approval or disapproval.

F. W. Tully

F. W. Tully,
Major, Ord. U. S. A.
Detailed to Office of Secretary of War.

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(COPY)

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October 18, 1918.

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Trusting you will be able to grant us the permission requested before the labor condition becomes even more serious, I am,

Respectfully yours,

(Sgd) E. R. Bartlett,
Works Manager.

ERB*IM

For Miss Peterson's information.

Then to be filed until the matter is referred
to us by the Secretary of War.

All communications should be addressed to "The Chief of Ordnance, U. S. Army, Washington, D. C."

Clara M. Tead
187-2602
512

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
ARMY AND NAVY BUILDINGS, GROUP B
SEVENTH STREET, BETWEEN A AND B STREETS NW.
WASHINGTON

In replying refer to No.

October 31, 1918.

From: Womens Branch, Industrial Service Section, Ordnance Dept.,
To: Woman in Industry Service, Dept. of Labor, 209 Southern Bldg., Washington, D. C.
Subject: HOOKER ELECTROCHEMICAL COMPANY, NIAGARA FALLS, N.Y.

1. A copy of the letter of October 28th from the Woman in Industry Service to Major F. W. Tully, U. S. A., office of the Secretary of War regarding the Hooker Electrochemical Company of Niagara Falls, N. Y., is at hand.
2. We are following your suggestion and have requested the Progress Section to give us a report on the progress of production at this plant.
3. This data will be sent you as soon as it is received.

Clara M. Tead.

CLARA M. TEAD, DIRECTOR,
WOMENS BRANCH,
INDUSTRIAL SERVICE SECTION,
ORDNANCE DEPT.

Copy to Miss Van Kleeck

October 28, 1918

From: Women's Branch, Industrial Service Section,
Ordnance Department.

To: Major F.W. Tully, Office of the Secretary of War.

Subject: Hooker Electrochemical Company, Niagara Falls.

1. Your letter of October 23rd enclosing the petition of the Hooker Electrochemical Company, Niagara Falls, for a permit to employ women at night, has been forwarded to this office.

2. It is felt since the Chemical companies at Niagara Falls have been recently investigated under the auspices of the Woman in Industry Service in regard to the possibilities of employing women in the chemical plants, that this matter could be fittingly referred to the Woman in Industry Service, Department of Labor, for its consideration.

3. The Women's Branch of the Ordnance Department has requested a report from the Progress Section upon the progress of the Ordnance contracts held by the Company. A copy of this report will be forwarded to your office.

CLARA M. TRAD,
Director, Women's Branch
Industrial Service Section

CMT/afl

COPY

WAR DEPARTMENT
Washington

October 22, 1918

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To: Ordnance Department, Industrial Service Section.
Subject: Hooker Electrochemical Company, Niagara Falls,
New York - employment of women at night.

The Hooker Electrochemical Company of Niagara Falls, New York, request variation of the State Law so as to permit women to work at night.

Will you please investigate the case and advise this office of your recommendations.

(Signed) F.W. Tully
Major, Ord. U.S.A.
Detailed to Office of Secretary of War.

COPY

HOOKER ELECTROCHEMICAL COMPANY

Niagara Falls, N.Y.

October 18, 1918.

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Respectfully yours,

(Sgd) R.R. Bartlett,
Works Manager.

ERB*EM

October 31, 1918.

From: Womens Branch, Industrial Service Section, Ordnance
Dept.,

To: Woman in Industry Service, Dept. of Labor 209 Southern
Bldg., Washington, D. C.

Subject: HOOKER ELECTROCHEMICAL COMPANY, NIAGARA FALLS, N.Y.

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3. This data will be sent you as soon as it is received.

CLARA M. TEAD, DIRECTOR,
WOMENS BRANCH,
INDUSTRIAL SERVICE SECTION,
ORDNANCE DEPT.

Hooker Elec.

October 7, 1918.

Mr. E. R. Bartlett, Works Manager
Hooker Electrochemical Company,
Niagara Falls, N.Y.

My dear Mr. Bartlett:

Your letter of October 1st was not received in this office until this morning. Meanwhile it is probable that you have already heard from Mr. Whitmore of the Employment Management Division of the War Industries Board, who writes me that he is making suggestions to you. He will probably indicate to you the salary which will be necessary. I am quite certain that you could not secure a woman of the type needed for such an important piece of work for less than \$150 a month.

Decision with reference to permitting the employment of women at night in a State like New York, is not yet made in Washington and until the plan as a whole, has been adopted, individual cases cannot be acted upon. In any event, however, it is necessary for the plants working for the War Department to file their applications in the Office of the Secretary of War, stating fully why the requests are made. I would therefore suggest, that if you feel that the employment of women at night is an immediate question, you send at once an application to the Office of the Secretary of War for attention of Major F. W. Tully.

Meanwhile it will probably be possible for you to proceed with the introduction of women into occupations by day, leaving the question of night work to be settled when you have demonstrated the possibility of employing them successfully on a day shift. In writing to the Office of the Secretary of War, it would be wise to suggest that yours was one of the plants included in the investigation recently made by us at Niagara Falls.

Sincerely yours,

Mary Van Kleeck, Director
Woman in Industry Service.

MVK/AL

file
Hooker - Electro Chem. Co.

OCT 7 - A.M.

HOOKER ELECTROCHEMICAL COMPANY

NIAGARA FALLS, N. Y.

October 1, 1918

Miss Mary Van Kleeck, Director
Woman in Industry Service
U S Department of Labor
Washington D C

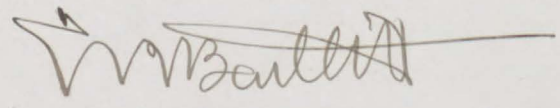
My dear Miss Van Kleeck

Your letter of September 26th came at a most opportune time, since we have been for the past week or ten days actively attempting to get a line on a satisfactory woman for handling our problem here. We have not yet heard from our request to be allowed to employ women on shift work, and definite action in putting on a woman depends largely upon the favorable answer to this request. However, we are proceeding on the basis that we will be allowed the privilege asked, and wish to be ready as far as is possible to move quickly.

In answer to your two definite questions, I would state that we have not yet secured someone for the position. As to salary, we are prepared to pay anything that is necessary within reasonable limits. It would be my idea that unless the person was very highly established, we should procure them for between \$100.00 and \$150.00 per month. As to this, however, I would welcome your comments.

Thanking you for your interest, and for remembering us in the pressure of your other work, I am

Very truly yours



Works Manager

ERB*IM